

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2018 – September 21, 2019.

- 1) Employment Unit: KFFX-TV**
- 2) Unit Members (Stations and Communities of License): KFFX-TV/ Pendleton, OR**
- 3) EEO Contact Information for Employment Unit:**

Mailing Address: KFFX FOX 11 2509 W Falls Ave Kennewick WA 99336	Telephone Number: 509-448-2828
	Contact Person/Title: Denis Bondarev /Assistant Business Manager
	E-mail Address: Denis.bondarev@kayutv.com

- 4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Craigslist
2. Account Executive	Prior Employee
3. Account Executive	Indeed
4. Account Executive	Indeed
5. Account Executive	Craigslist
6. Account Executive	Referral

Station KFFX-TV is an Equal Opportunity Employer.

Job Title: Account Executive

Referral Source of Hire: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		1	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Craig's List		Craigslist.com		1	No

Job Title: Account Executive

Referral Source of Hire: Word of mouth/ Prior Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		1	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Word of Mouth				1	NO
Craig's List		Craigslist.com			No

Job Title: Account Executive

Referral Source of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		3	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Craig's List		Craigslist.com			No

Job Title: Account Executive

Referral Source of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		3	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Craig's List		Craigslist.com			No

Job Title: Account Executive

Referral Source of Hire: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		2	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Craig's List		Craigslist.com		2	No

Job Title: Account Executive

Referral Source of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Big Bend Community College: Career Placement Center		kenr@bigbend.edu 7662 Chanute St. N.E. Moses Lake, WA 98837	509.793-2070 (Fax) 509.762.6249		No
Indeed		Indeed.com		1	No
Company Website		Fox41yakima.com	509.735-1700		No
Work Source-Columbia Basin	Candice Blueschell	wscbemployers@esd.wa.gov 815 N. Kellogg, Ste D Kennewick, WA 99336	509.734.5900		No
Referral				1	No

6) Total # of Interviewees Referred: For the period from September 22, 2018 to September 21, 2019, this Employment Unit interviewed 16 interviewees for 6 full-time job vacancies.

7) Supplemental Recruitment Initiatives

a) Initiative: Participation in scholarship programs.

- Part of this employment unit's membership dues to the Washington State Association of Broadcasters goes towards scholarships granted to student studying broadcasting.

b) Initiative: Participation on various educational boards

- This Employment Unit's Station Manager represents the broadcast industry on the Yakima School District's Teacher and Advisory Committee and has been for the last six years. This committee works with the CTE (Career & Technical Education) Programs in the middle, junior and high schools.

c) Initiative: Listing full time positions in various job banks

- This Employment Unit takes very seriously its outreach to women and minorities, and because of this, each full-time position opening is widely distributed to local, regional, and/or national career organizations as they apply to the position.

d) Initiative: Other outreach activities

- This employment unit donated commercial spots to organizations such as the Arc of the Tri-Cities and ESD 123 throughout the year, which encouraged enrollment in tech programs. They also volunteered at local events and fund raisers such as the Lamson Cable Bridge Run and Winterfest, which benefited local food banks.